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8 January 1973

MEMORANDUM FOR THE RECORD

SUBJECT: Drug Abuse Among Agency Employees

1. In late October Mr. Osborn, the Director of Security advised me that cases of drug abuse had been identified among Agency employees. Apparently a member of the RI Staff had advised that drugs were being bought and used among Agency employees, some of whom were named at that point. The Office of Security looked into this matter, unearthing around thirty (30) cases with one degree of question or another. Some of these were resolved without further concerns, leaving a balance of about twenty-three (23) cases. Mr. Osborn made available to me first draft copies of reports made to him from his Chief of the Personnel Security Division. As per our log, I, in turn, made these available to [REDACTED] who pulled the medical records and provided summary medical information in each instance. This information is also available within the file.

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2. On 13 November we had our first meeting with Mr. Coffey. By that time the reports had gone forward and the D/S had accompanied the reports with a recommendation that these cases be reviewed by a committee chaired by the Deputy Director for Support with a membership consisting of D/Pers, D/S and D/MS. Mr. Coffey accepted this recommendation and proposed procedure. The meeting of the 13th of November was the first of a series of meetings. In our attempts to wrestle with the problem a few of the cases did not give us too much difficulty but it was hard work at arriving at an agreement as to how so many cases could be managed with due respect for all of the considerations. From the beginning it was recognized that there were degrees of differences in behavior of the subjects. Some had limited drug usage to the smoking of marijuana socially; others were chronic users; there was a history of usage of other drugs mixed in some cases; some had purchased drugs and some had sold. In addition some had a history of using marijuana before entering on

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duty with the Agency and had been warned. There was also the question of Agency responsibility to law enforcement authorities. Out of all of this we were able to arrive at agreement on the formulation of certain categories through the development and evaluation of individual cases. The categories included termination, suspension, written reprimand, and oral warning. In regard advising law enforcement authorities, it was decided that we would identify the pusher and advise that the balance of cases had been handled administratively. It took three meetings for us to reach a final agreement. It was understood at the end of that time that the D/S would prepare a summary paper to be signed by the DD/S directed to the Executive Director-Comptroller. While this paper was in preparation, the D/Pers phoned me to ask whether I would be willing to try to put together an Agency policy paper. This I did and provided him with a draft copy of a proposal.

3. On the 27th of December the ED-C called a meeting on this subject as reported in the diary. Following that meeting the ED-C briefed the Acting DCI, General Walters. ~~He~~ ^{Ed-C} approved the recommendations and provided that any appeals would go to the Inspector General whose function would be temporarily augmented by a board that would be appointed for such purpose. Copies of the final report with the Ex-Dir's comments have been received in this office. The report has been reviewed by [REDACTED] and, at my request, will be shown by him to [REDACTED]

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JOHN R. TIETJEN, M. D.
Director of Medical Services

OMS/JRT:jv

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